

NOTICE!

NON-DISCRIMINATION

The highway construction underway at this location is a Federal-aid project and is subject to applicable State and Federal laws, including Executive Order 11,246, dated Sept. 24, 1965 which reads as follows:

"(1) The contractor will not discriminate against any employee or applicant for employment because of race, creed, color, or national origin. Such action shall include, but not be limited, to the following: employment upgrading, demotion or transfer; recruitment or recruitment advertising; layoff or termination; rates of pay or other forms of compensation; and selection for training, including apprenticeship. The contractor agrees to post in conspicuous places, available to employees and applicants for employment, notices to be provided by the contracting officer setting for the provisions of this nondiscrimination clause.

"(2) The contractor will, in all solicitations or advertisements for employees placed by or on behalf of the contractor, state all qualified applicants will receive consideration for employment without regard to race, creed, color, or national origin.

"(3) The contractor will send to each labor union or representative of workers with which he has a collective bargaining agreement or other contract or understanding, a notice, to be provided by the agency contracting officer, advising the labor union or workers' representative of the contractors commitments under Section 202 of Executive Order No.11246 of September 24, 1965 and shall post copies of the notice in conspicuous places available to employees and applicants for employment.

"(4) The contractor will comply will all provisions of Executive Order 11246 of September 24, 1965 and of the rules, regulations and relevant orders of the Secretary of Labor.

"(5) The contractor will furnish all information and reports required by Executive Order 11246 of September 24, 1965,

and by the rules, regulations, and orders of the Secretary of Labor, or pursuant thereto, and will permit access to his books, records, and accounts by the contracting agency and the Secretary of Labor for purposes of investigation to ascertain compliance with such rules, regulations, and orders.

"(6) In the event of the contractor's noncompliance with the nondiscrimination clause of this contract or with any such rules, regulations, or orders, this contract may be cancelled, terminated, or suspended in whole or in part and the contractor may be declared ineligible for further Government contracts in accordance with procedures authorized in Executive Order No. 11246 of September 24, 1965, and such other sanctions may be imposed and remedies involved as provided in Executive Order No. 11246 of September 24, 1965, or by rule, regulation, or order of the Secretary of Labor, or as otherwise provided by law.

"(7) The contractor will include the provisions of paragraphs (1) through(7) in every subcontract or purchase order unless exempted by rules, regulations, or orders of the Secretary of Labor issued pursuant to Section 204 of Executive Order No. 11246 of September 24, 1965, so that such provisions will be binding upon each subcontractor or vendor. The contractor will take such action with respect to any subcontract or purchase order as the contracting agency may direct as a means of enforcing such provisions, including sanctions for noncompliance: PROVIDED, HOWEVER, that in the event of the contractor becomes involved in, or is threatened with, litigation with a subcontract or vendor as a result of such direction by the contracting agency, the contractor may request the United States to enter into such litigation to protect the interests of the United States.

ANY PERSON HAVING REASON TO BELIEVE THIS STATUE IS BEING VIOLATED SHOULD REPORT THE SAME TO BOTH THE VIRGINIA DEPARTMENT OF TRANSPORTATION AND THE FEDERAL HIGHWAY ADMINISTRATION.

COMMONWEALTH OF VIRGINIA
DEPARTMENT OF TRANSPORTATION
DEPARTMENT OF EQUAL OPORTUNITY
MANAGER
EEO DIVISION
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RICHMOND, VIRGINIA 23219

FEDERAL HIGHWAY ADMINISTRATION
U.S. DEPARTMENT OF TRANSPORTATION

FEDERAL OFFICE BUILDING
4000 North 8th Street
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